

**EEOC Training Institute**  
**Pigeon Forge Technical Assistance Program Seminar Agenda**  
**May 4, 2004**

**Agenda Highlights:** Our interactive program will feature a varied program of plenary and workshop sessions. The plenary sessions will provide you with valuable information on hiring, accommodating and retaining individuals with disabilities. Our workshops cover topics frequently requested by our previous attendees such as the interaction between FMLA and the ADA, mediation, harassment, and lawful employment inquiries.

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| 7:30 - 8:30   | <b>Registration and Continental Breakfast</b>  |
| 8:30 - 8:45   | <b>Welcome &amp; Opening Remarks</b><br><i>Danny G. Harter</i> , District Director (Indianapolis & Memphis)  |
| 8:45 - 9:30   | <b>A 21<sup>st</sup> Century Solution: Making the Business Case for Hiring, Accommodating and Retaining Individuals with Disabilities.</b><br><i>James G. Frierson</i> , Professor of Business Law - East Tennessee State University |
| 9:30 - 10:15  | <b>Recent Rulings that Affect You: A Look at Recent Legal Cases</b><br><i>Katharine Kores</i> , Regional Attorney - Memphis District Office  |
| 10:15 - 10:30 | Break  |
| 10:30 - 11:45 | <u>Concurrent Workshops</u>  |
|               | 1. <b>The Two-Headed Beast - Interaction between the FMLA/ADA</b><br><i>Deidre Smith</i> , Trial Attorney - EEOC Memphis<br><i>Carol Merchant</i> , District Director - Department of Labor, Nashville                               |
|               | 2. <b>Mediation: A 21<sup>st</sup> Century Solution to Discrimination Complaints</b><br><i>Robert Stevenson</i> , ADR Coordinator - EEOC Memphis   |
|               | 3. <b>Spirituality &amp; The Homeland: The “Other” Protected Categories under Title VII, Religion and National Origin</b><br><i>Kaz C. Kikkawa, Esq.</i> - Constangy, Brooks & Smith, LLC - Nashville                                |
| 12:00 - 1:00  | Lunch  |
| 1:15 - 2:30   | Concurrent Workshops   |
|               | 4. <b>Can I Ask That? Lawful Employment Inquiries</b><br><i>Robert Stevenson</i> , ADR Coordinator - EEOC Memphis  |
|               | 5. <b>You’ve Got A Charge - What Next?</b><br><i>Sarah Smith</i> , Area Director - EEOC Nashville  |
|               | 6. <b>Workplace Harassment - It’s Not Just About Sex Anymore</b><br><i>Kenneth Lee</i> , Outreach Coordinator - EEOC Nashville   |
| 2:30 - 2:45   | Afternoon Break  |
| 2:45 - 4:00   | Repeat of Workshops 1, 3 & 5   |
| 4:00 - 4:30   | Completion of Conference Evaluation & Certificates   |